



## Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Seagrass Ecologist Recruitment #2011-10-5679

**JOB CLASSIFICATION:** Natural Resource Scientist 3

**SALARY RANGE:** \$4,322 – \$5,668 per month  
(\$4,192 – \$5,498 with 3% temporary reduction)

**Important Note:** From July 1, 2011 through June 29, 2013 a 3% temporary salary reduction is in effect for most positions. For specific information on the Temporary Salary Reduction, [click here](#).

**TYPE OF POSITION:** Permanent, Full-time. This position is represented by the WFSE.

**Important Note:** Once appointed to this position the incumbent will be required to pay union dues or other representation fees within the first 30 days of employment.

**LOCATION:** Olympia, Washington

**CLOSES:** Open until filled; First review begins December 20, 2011.

### POSITION PROFILE:

This position leads the Submerged Vegetation Monitoring Program (SVMP), a research effort to monitor status and trends in eelgrass (*Zostera marina*) in Greater Puget Sound. Eelgrass monitoring data is used by DNR, the Puget Sound Partnership and other groups as a key indicator of nearshore ecosystem health. The position is part of the Nearshore Habitat Program, a natural resource monitoring program which assesses the condition of nearshore habitats.

### REQUIRED QUALIFICATIONS:

- In-depth understanding of seagrass ecology, especially eelgrass;
- Research experience in methods and results associated with monitoring the status and trends of seagrass populations;
- Familiarity with the scientific literature describing monitoring of marine and terrestrial plant species and ecosystems, especially seagrasses and nearshore ecosystems;
- Familiarity with remote sensing methods for assessing status and trends of vegetated habitats;
- Demonstrated ability to present scientific findings in written and oral format to a broad audience (scientists, managers and the public), including peer-reviewed publications;
- Successful experience with project management and technical guidance of staff through all phases of scientific inquiry, including developing and maintaining project timelines;
- Ability to successfully represent the program and agency on complex or controversial issues with other agencies, jurisdictions or interest groups;
- Strong quantitative skills that include a knowledge of the principles of experimental design, and competency in univariate and multivariate statistics and trend analysis;
- Expertise working with common desktop software, including word processing, database, spreadsheet, and statistical applications;
- Familiarity with ARCINFO, ArcGIS, ArcView or other spatial data analysis software;
- Demonstrated ability to work collaboratively and respectfully in a small workgroup.

## EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions and savings bonds.

Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

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This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR Recruiting staff (360) 902-1350 or (360) 902-1228. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

## DESIRABLE QUALIFICATIONS:

- Research experience in remote sensing methods for assessing status and trends of vegetated habitats, especially underwater videography data collection and post-processing;
- Working experience in nearshore temperate marine and estuarine environments, especially areas within Puget Sound;
- Familiarity with shoreline management policies in Washington;
- Familiarity with Washington DNR's aquatic resource management responsibilities;
- Experience with small boats and training in safe boating practices;
- Experience with relational databases;
- Interest in long term environmental monitoring of the condition of Puget Sound.

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Position is located primarily in the office, with regular field work and occasional travel for meetings. Required working conditions include the ability to meet the position schedule and travel requirements, and the ability to conduct field work by boat and on foot;
- Up to 8 consecutive days in travel status is expected, approximately 6-10 times per year;
- Must have a valid driver's license.

## WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

## APPLICATION PROCESS

To be considered for this position, please submit:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements. Please indicate in your letter of interest how you learned of this opportunity.
- A resume.
- Contact information for 3 professional references.
- An online **voluntary** [Applicant Profile Questionnaire](#). (This form is not required and is submitted online. Please do **not** print out and send in with application materials).

The first screening will be based on information contained in your candidate materials.

Submit all materials by the closing date to:

### Electronic method preferred

[dnrrecruiting@dnr.wa.gov](mailto:dnrrecruiting@dnr.wa.gov)

### OR other method

Melody Wolf  
Department of Natural  
Resources  
PO BOX 47033  
Olympia, WA 98504-7033

**NOTE: Please indicate #2011-10-5679 in the subject line of your e-mail.**

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Helen Berry at (360)902-1052 or [helen.berry@dnr.wa.gov](mailto:helen.berry@dnr.wa.gov) or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov).